

State Rehabilitation Council (SRC)
April 11, 2016 RETREAT Minutes (Revised)
Division of Vocational Rehabilitation (DVR)

Meeting location:

Delaware Department of Labor
Fox Valley Annex
19 West Lea Blvd
Wilmington, DE 19802

SRC Council Members Present:

Lisa Furber – Chair
Paul Beane
Alice Coleman
Norwood Coleman
Clem Coulston
Monica Edgar
Andrea Guest – DVR Director, Ex-Officio Member
Dale Matusevich – Department of Education
Stanley Mifflin – DVR Counselor, Ex-Officio Member
Mila Wells Hathaway (pending)

General Attendees Present:

Sharon Boland – DVR
Ellen Coulston
Jocelyn Langrehr - DVR
HarrietAnn Litwin - DVR
Chris McLaughlin - DVR
Cindy Sterling

Members Absent:

Kristen Cosden (pending)
Bobbie De Haven
Alvin Emory
Larry Henderson

Welcome and Consumer Satisfaction Survey

Andrea began the meeting and welcomed the group. They immediately got to work by reviewing DVR's Consumer Satisfaction Survey led by HarrietAnn Litwin.

WIOA Update

Jocelyn led the group through a WIOA PowerPoint. Afterward, she led a discussion about changes regarding the legislature. One of the major changes will be the 6 new Common Measures including reporting on job retention of our clients at the 2nd and 4th quarters including median earnings,. In addition, although there no new information provided about the old rehab rate it was noted that there will be a new rehab rate. Last, it was stated that Supported Employment attainment goals will be separate.

Delaware Joblink and Career Pathways

Jocelyn discussed the pilot program that is happening at the Georgetown office where job

seekers are using the Delaware Joblink system at the beginning of their journey with DVR. Andrea noted the two pieces of Delaware Joblink system include the Career Pathways and the section to upload one's resume into the job search system.

Once registered, participants have access to more than 25,000 jobs in the Delaware Joblink system. The jobs are accessed through America's Job Bank and don't include open State of Delaware jobs.

Andrea clarified Career Pathways: Jobs that cluster around the jobs you want and the assessment piece is the interest, skills, and abilities regarding how that fits to the individual. It is a tool to set short and long term goals. People come in with a desire to fit a job. Career Pathways can help indicate what the steps are to get to that job. Andrea discussed the example of a Diesel Mechanic and how the individual would begin as an assistant to a Diesel Mechanic at a Jiffy Lube and then advance. Other factors to consider in the pathway include interests, volunteer opportunities, job relationships, and job duties.

Dale noted that Delaware students must have 3 pathways credits to graduate. A brief discussion followed about the DVR Pre-Employment Transition Program and how are we matching kid's interests when creating these programs including aligning these programs to the top five industries in the pipeline. It was also stated that there needs to be a greater push for career advisement and that advisors should meet with students at least once a marking period. Last, it was suggested that when advisors discuss careers with students, they talk need to talk in broad terms.

Andrea noted that now that the WIOA legislation has passed, the Individuals with Education Act (IDEA) is next. School counseling program will be codified with the VR program. She also noted that Delaware is ahead of the Transition education and that we are only limited by funding and resources. There was a discussion of our resources and how they are allocated. It was stated that Georgia serves adults but students is their main focus, a philosophy that that we may want to consider. The goal is to prepare students well so that the adult population may not be so big.

The discussion continued into reaching students at an earlier stage and how it is a change in thought and expectations. It was stated that teachers need to have conversations with students so they can be prepared for work unlike years ago, when students with disabilities would be prepared for other environments including sheltered workshops. It was stated the hopes are is that WIOA would prepares students with disabilities for work and not activities.

Pre-Employment Transition Services – Summer Programs

Andrea noted that the Pre-Employment Transition Services (PETS) contracts were sent out. There were more programs this year and they include culinary arts and customer service. Some extend throughout the school year. DVR is also working on a grant targeted to the City of Wilmington's youth to expand career pathways via summer opportunities – it is open to youth with disabilities.

The discussion continued into the how DVR would like to get providers to create IT and customer service training programs. There was a suggestion to bring in employers to develop curriculum so that meet needs; the expectation to hire people would be included in the agreement.

Project SEARCH Updates

Andrea noted Project SEARCH Christiana Care is celebrating its 5th Anniversary and has been nominated for a "Superstars in Education" award. She also noted that Secretary of Labor Dr. Gilliam-Johnson recently visited the site.

The discussion moved to how funding drives changes. It was noted that Medicare changes are expected and how some programs won't meet standards. Some providers are waiting for the rules to move forward. And for resources to take to change, they must be aligned with expectations. A member noted a study conducted by the Chimes Network which showed that that more people with disabilities were living at home and not in the community as a result of changes. It was also noted that some families choose to keep their family member at home but problems arise for the individual with no family.

Delaware JobLink Demonstration

Jocelyn demonstrated the Delaware JobLink (<https://joblink.delaware.gov/ada/r/>) system. She showed the versatility including job preparation, job openings, related career lattices, volunteer opportunities, training, apprenticeships, and project job growth. She also noted that it is connected to the O*Net (Occupational Information Network).

Chris McLaughlin, Vocational Evaluator, talked about his role in DVR. He meets with job seekers and uses tools to assess client skills, aptitudes, and abilities. His work is in part to determine what the job seeker needs to get them where they want to go.

SRC 2016 Goals

The group started out discussing membership recruitment, marketing materials, and the need to engage transition age youth. The discussion continued to business engagement and how the group could revise bylaws to have a Business Relations Subcommittee or review bylaws in consideration of WIOA regulations. The conversation also included that the SRC needed to determine advisory roles or subcommittees and revising the State Plan.

The group decided on the following 2016 SRC Goals:

- 1) SRC will review By-laws.
- 2) SRC will review marketing materials including the webpage and brochures and make recommendations for review/revisions by the end of the fiscal year.
- 3) Jointly review goals for the purpose of the State Plan.
- 4) Review the Consumer Satisfaction Survey to increase participation.

The group created the following committees:

- A) Membership: Stan, Moni, Lisa, HarrietAnn, Paul, and Cyndi.
- B) Bylaws: Paul, Moni, and Lisa.
- C) Marketing: Ellen. Sharon will help with the brochure.

Member News

Paul noted that his organization is now called Ability Network of Delaware (formerly the Delaware Association for Rehabilitation Facilities). He also discussed the pending changes in the composition of the State Use Law Commission that came about through the Joint Sunset Committee's review of the Commission. The composition will include a representative from the Division of Vocational Rehabilitation; three additional voting members were added to the Commission; one of which must be a relative/guardian of a current employee that participated or participates in the State Use Program.

Paul also called attention to an issue that impacts persons' with disabilities eligibility to work in State Use due to a background check policy employed by Capitol Police. Capitol Police is

currently reviewing the backgrounds of clients using the “Woodburn Policy,” which Paul indicated is the most heightened form of background scrutiny that is used by the State.

The primary objection to this policy is that it denies persons who have been determined ineligible for placement to clean state facilities any due process such as appeals or explanation of the circumstances surrounding the “transgressions.” Lisa mentioned that she is on the State Council for Persons with Disabilities (SCPD) as they may be a resource to Paul in regard to this issue. Lisa indicated that the meetings are open to the public and Paul could consider attending a meeting to raise this issue with the full (SCPD) council.

ACTION ITEM: SRC will write a letter to the State Capitol Police.
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Last, it was noted that people with mental illnesses can appeal having their name on the list of people barred from owning a gun through the Disabilities Board.

Closing

Lisa and Andrea thanked everyone for coming to the meeting.

Upcoming Meetings:

June 13

August 8

October 10

December (TBD)

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